



Jacksboro ISD

District Improvement Plan

2009-2010

Date of Board Approval: November 9, 2009

Belief Statement

The Board believes:

- Education is an important part of an individual's life;
- All Children can learn;
- In a well-rounded education based on high expectations;
- Education is a joint effort between student and teacher with equal accountability.

Vision Statement

The Board envisions a high-quality education for all students in a safe learning environment that is supportive and encouraging.

Mission Statement

Based on these beliefs and vision, the Board accepts responsibility to develop an educational system that prepares District students for a productive life.

Long Range Goals/ESEA/NCLB Goals

All students will reach high standards, at a minimum attaining proficiency or better in reading and mathematics by 2013-2014.

All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading and mathematics.

All students will be taught by highly qualified teachers.

All students will be educated in learning environments that are safe, drug free, and conducive to learning.

All students will graduate from high school.

State Compensatory Education Statement

State Compensatory Education funds will be used at the elementary and middle school to upgrade and enhance the Title I School-Wide Program so that all students meet state standards. At the high school, the funds will be targeted to serve students identified of failing to meet the state standards.

Total SCE Budget: \$268,809.43

Elementary SCE Budget: \$63,429.56

High School/Learning Center SCE Budget: \$106,827.47

Jacksboro ISD 2009-2010 Compensatory Education Allotment

Campus	FTE's	Position	Total Funds, Salaries, Supplies, Instructional Materials
Elementary School	1 .5 1/7	Paraprofessional Paraprofessional Teacher	\$63,429.56
Middle School	2/7	Teachers	\$15,757.90
Alternative School	1 1	Paraprofessional Teacher	\$107,827.47
Disciplinary AEP	1 1	Teacher Paraprofessional	\$54,118.30
Summer School			\$27,586

District Board of Trustees

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District Improvement Team

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Linda Collie	Teacher
Aprille Fudge	Teacher
Bettie German	Teacher
Tammye Isbell	Teacher
Amy Walker	Teacher
Kerri Williams	Teacher
Lisa Perry	Parent Member
Julie Underwood	Parent Member
Molli Lovas	Community Member
Jana Lynn Rupe	Community Member
Mandy Fallin	Business Representative
Grace Peterson	Business Representative

Comprehensive Needs Assessment

Provide a narrative SUMMARY of review of the following data analysis. Items in BOLD are required by TEC or NCLB.

Data Analysis	Sources	Summary of Findings
TAKS Data Campus/Grade Level TAKS Objective Ethnic Groups Economically Disadvantaged LEP Gender G/T At Risk	Sources: AEIS Report TAKS Data State Acct. Report AYP Report PEIMS Report Program Data Retest Data (Exit Level) Longitudinal/Cohort Data Trend Data	The areas of concern continue to be the Hispanic population, Economically Disadvantaged group and the Special Education students. Scores for Reading and ELA and Social Studies continue to be consistent. Scores for Math and Science are improving.
Other Assessments TAKS-M TAKS-Alt TELPAS TPRI Local Benchmark Data Academic Records of Migrant Students	AEIS Report AYP Report TELPAS Data SPED Assessment Data RPTE II / TPRI Data Local Benchmark Data	Testing of Special Education students continue to be a concern. The district and campuses will continue to meet the needs of the students through inclusion as appropriate. Each campus will continue to chart student progress on benchmark tests. The district provides a half day twice a year to analyze the benchmark data.
Attendance Rate District/Campus Grade Level Ethnicity/Gender Mobility Rates	Attendance Records Truancy Reports AEIS Reports AYP Report	The district will continue to monitor the attendance rate at each campus and use the resource officer to promote attendance of students with an attendance problem.
Completion Rate / Dropout Rate / Retention Rate Grade Level Ethnic Group Economically Disadvantaged Special Education LEP Gender Number of Years in School TAKS Performance At Risk	AEIS Report State Accountability Report AYP Report PEIMS Reports PBMAS Report	The district and campuses continue to monitor the dropout rate and retention rate for each campus.

<p>Program Effectiveness Special Education Gifted and Talented ESL/Bilingual Title I State Compensatory Education Career and Technical Education Migrant Homeless SAT/ACT Scores (high school) AP/Dual Enrollment (high school) Dyslexia Technology Transitions Graduation Diploma Type (Minimum, Recommended, DAP) Parental Involvement Number of Students in a class</p>	<p>AEIS Report PBMAS Report NGS Data for Migrant Students % of AP/Dual Enrollment Classes Scores on AP/Dual Enrollment Exams Multi-Hazard Emergency Operations Plan Security Audit SAT/ACT Scores Staff Meeting Minutes PTA Minutes Tutorial / Remediation Data Communications to Parents Teacher Conference Records Telephone Logs Master Schedule Special Ed Referrals LEP Referrals SBDM Minutes</p>	<p>The district holds 2 meetings annually to seek input from parents for Title I campuses. The district provides the opportunity for parents to attend to discuss any special programs which affect student learning. The meetings are open to all parents and community members. The district also holds an annual meeting for parents of GT students to explain the program at each campus. Each campus improvement team evaluates programs annually and makes changes as necessary to assure student success.</p>
<p>Discipline/Classroom Management Safe and Drug Free Schools Discipline Referrals ISS Mandatory DAEP Placement Discretionary DAEP Placement School Violence Incidence Data Tobacco, alcohol, and other drug-use incident data</p>	<p>Discipline Records PEIMS 425 Record Counselor Records Telephone Logs</p>	<p>Each campus reports annually to the campus and district planning teams concerning safety, discipline and school violence.</p>
<p>Staff Development Needs Involvement of Teachers in decisions regarding Staff Development Title I Title II (Teacher & Principal) Title II (Technology) Title III (English Language Acquisition)</p>	<p>PDAS Teacher Self Reports District Staff Development Records Teaming/Staffing Minutes and Reports</p>	<p>The district provides high quality professional development opportunities for teachers at each campus.</p>

Title IV (Safe & Drug Free) PDAS Teacher Certification/High Needs/HQ Areas Identified by TAKS Disaggregation Program Needs		
Additional Areas Planning Budgeting Enrollment Projections Facilities Curriculum Staffing Patterns School Organizations	Community Demographics Staff Retention & Turnover Data Safety & Fire Inspection Reports Maintenance Records	The elementary school and high school have new facilities. Construction and renovation are now underway at the middle school campus. Staff retention is reviewed annually by administrators and school board.
Surveys Staff surveys Parent surveys Other surveys	Staff surveys Parent surveys Other surveys	Each year the district conducts surveys of parents, teachers, students and community. The results of the surveys are shared with the campus and district planning teams during the planning session for the next school year. The areas of concern are integrated into the planning process.
Other		

Recommended Initiatives and Strategies

Each campus will continue to target the Hispanic, Special Education and Economically Disadvantaged groups to promote higher achievement. Each campus will evaluate, change and add programs to facilitate with meeting the state and NCLB standards.

Continue to improve the JISD website and email system to enhance and promote communication between the district, parents and community.

Each campus will strive to maintain high safety and health standards for students, faculty and staff.

Increasing student self esteem and respect for each other remain a target area for each campus.

Provide ongoing parent involvement activities and promote increased contact with parents at each campus.

Key to Program Budget Codes and Title I Schoolwide Components

Program Budget Codes		Title I Schoolwide Components	
Abbreviation	Program	Abbreviation	Component
T IA	Title I, Part A	CAN	Campus Needs Assessment
T IC	Title I, Part C (Migrant)	RS	School Reform Strategy
T IIA	Title II, Part A (TPTR)	HQ	Highly Qualified
T IID	Title II, Part D (Technology)	PD	Professional Development
T IV	Title IV (Safe & Drug Free Schools)	ER	Employee Recruitment
SCE	State Compensatory Education	PI	Parental Involvement
OEYP	Optional Extended Year	T	Transition
AMI / ARI	Accelerated Math/Reading Instruction	TIA	Teacher Input in Assessment
LOCAL	Local Funds	AMI	Assistance for Mastery
T III	Title III (Bilingual, ESL)	CIS	Coordination / Integration of Services

Research-Based Curriculum & Instruction

Goal 1	Student achievement will improve each year as measured by the annual AEIS.						
Performance Objectives	JISD will offer all students a challenging high quality curriculum and will provide an effective delivery system to ensure all students meet or exceed the minimum standards in each core academic area.						
Summative Evaluation	TAKS scores and AEIS data will be used to measure level of achievement.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Continue to utilize student TAKS accountability, remediation, class electives, summer school and before/after school tutorials.	Principals Dir. Of Curriculum Counselors	Local	June '10	Attendance Log	TAKS, Benchmarks, Report Cards, Counselor Plans	Nov. '09 May '10	Teacher Input in Assessment
Continue to provide student outreach strategies to promote self esteem and academic success.	Counselors	Local	Feb. '10	Program Documentation	Counselor Plans	May '10	Teacher Input in Assessment
The district will provide quality programs, support services & early intervention strategies to ensure that no child is left behind.	Principals Counselors Dir. of Curriculum	Local	June '10	Program Documentation	TAKS Benchmarks AEIS	Dec. '09 June '10	Teacher Input Assistance for Mastery

High Quality Professional Development

Goal 2	Provide appropriate beneficial and meaningful staff development.						
Performance Objectives	100% of JISD staff will be given the opportunity to participate in relevant and timely training.						
Summative Evaluation	Staff surveys and input will be used to evaluate the effectiveness of programs.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
All individuals substitute teaching will receive district training, a handbook, and campus specific information before working for JISD.	Principals Assistant Principals	Local	June-'10	Training Log	Employment Documents	Jan. '10	Professional Development
JISD teachers will receive high quality professional development training to facilitate with implementing NCLB and Title I programs and to promote enhanced student achievement.	Principals Dir. Of Curriculum	Local	June-'10	Training Log	Increased Student Achievement	Jan. '10	Professional Development
The district will adopt and implement a policy addressing sexual abuse of children. The policy will be included in campus handbooks.	Principals	Local	June '10	Plan/Handbooks	Administrator/Counselor Contact Log of Incidents	Feb. '10	Professional Development
JISD will provide annual training in technology, classroom management, discipline policies, student code of conduct, conflict resolution, and special programs including GT & Dyslexia.	Principals	Local	June '10	Training Log	Discipline Log	Jan. '10	Professional Development

Safe and Drug-Free Schools

Goal 3	Provide a safe and orderly learning environment.						
Performance Objectives	Maintain 100% graduation rate for all students and special population groups.						
Summative Evaluation	Graduation rate and AEIS data will be used as evidence.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Staff at each campus is trained in the Texas Behavior Support Instruction.	Principals	Local	June '10	Training Log/Certificates	Decrease in DAEP & ISS Referrals for Special Populations	June '10	Professional Development
Each campus will provide programs and activities to reduce violence and drug use.	Counselors	Local	June '10	Program Guide	Disciplinary Records	June '10	Campus Needs Assessment
The district will evaluate the Emergency Operation Plan and make changes as necessary to promote a healthy and safe environment.	Administrators Counselors	Local	August '10	Policy	Use of Plan at Campuses	June '10	Campus Needs Assessment
The SHAC will meet 4 times annually. Oct. 13, Jan. 13, March 10, April 28	School Nurse Dir. Of Curriculum	Local	May '10	Attendance Log	Policies & Procedures	Oct. '10 April '10	Parental Involvement

Parent and Community Involvement

Goal 4	Encourage parent involvement through staff communication, school programs and inclusive parent involvement.						
Performance Objectives	Teachers will conference with 100% of the parents on Title I campuses.						
Summative Evaluation	Parent, staff and community surveys and attendance logs will be used to document parent participation.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Provide training to parents and community to foster partnerships in education.	Counselors	Local	June '10	Program Schedule	Attendance Log Conference Documentation	Jan. '10 June '10	Parental Involvement
Develop effective communication strategies for parents and community members using an email list serve.	Parent Involvement Coordinator	Local	June '10	Plan	Email List	June '10	Parental Involvement
JISD will circulate the parent Involvement policy to all parents, promote strong involvement, and parents will have the opportunity to participate in surveys annually.	Principals Counselors Dir. of Curriculum	Local	June '10	Documentation Survey	Survey Results	Sept. '09 June '10	Parental Involvement
Information will be provided to students, parents, teachers & counselors in grades 7-12 on higher education admissions, financial aid, Texas Grant Program, Teach for Texas Grant Program, & curriculum choices available for students.	Counselors	Local	June '10	Training Documentation	Increased Higher Education Enrollment Increased Visits to Colleges & Training Facilities	March '10	Parent Involvement

Mastery for At-Risk Students

Goal 5	JISD will identify and serve at risk students appropriately.						
Performance Objectives	100% of all at risk students will be given opportunities to participate in accelerated learning.						
Summative Evaluation	Documentation of tutorials and extended day/week/year will be available at each campus.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
District will assist preschool children in the transition from PK to K-5.	Elementary Counselors Principal Assistant Principal	Local	June '10	Curriculum	Promotion to Next Grade	Nov. '09 May '10	Transition
Title I funds will be used to accommodate needs of homeless students at non Title I campuses.	Counselors Dir. of Curriculum	Title I	June '10	ID Forms	Budget	Jan. '10	Assistance for Mastery
Implement academic programs and courses designed to meet the unique needs of at-risk students to enhance student achievement.	Principals	Local	June '10	Program Catalog	TAKS, AEIS, Benchmarks	Nov. 09, Jan. '10, May '10	School Reform Strategy
The State Compensatory Education Program for JISD will provide supplemental services to reg. ed. programs to ensure academic achievement and to enhance the educational program.	Principals	Comp. Ed. Funds	June '10	Program Descriptions	Attendance Log	Feb. '10 June '10	School Reform Strategy
JISD Compensatory allocations for salaries, supplies and materials are used with struggling students who are at risk of not meeting the state and federal standards.	Principals	Comp Ed. Funds	June '10	Budget	TAKS, AEIS Benchmarks	April '10 May '10	Assistance for Mastery
JMS and JHS will provide programs to reduce retentions and prevent dropouts.	MS & HS Counselors	Local	June '10	Course Enrollment	Graduation Rates Promotion Records	June '10	School Reform Strategy
JMS & JHS will encourage participation in SAT, ACT & counsel students on the MHSP, RHSP & DAP.	MS & HS Counselors	Local	June '10	Registration Forms Training Logs	AEIS	Jan. '10 June '10	Assistance for Mastery

Technology

Goal 6	Provide a well balanced and appropriate curriculum to all students utilizing innovative techniques in instruction and technology.						
Performance Objectives	100% of all campus teachers will integrate technology into lesson plans.						
Summative Evaluation	Student use of technology in the classroom will be observed through PDAS.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Continue to align curriculum utilizing CSCOPE online software.	Principals Director of Curriculum	Local	June '10	Lesson Plans, Observation	Grades, AEIS	Nov. '09 Feb. '10	Assistance for Mastery
All campus teachers will participate in mandatory technology training.	Technology Staff Principals	Local	June '10	Lesson Plans Observation	Student & Teacher Use of Technology in Classroom	Jan. '10 June '10	Professional Development
The district will continue to purchase new technology equipment at each campus, as funds are available.	Technology Staff Principals	Local	June '10	Purchase Requisitions	Lesson Plans	March '10	Assistance for Mastery

Special Programs

Goal 7	JISD will create a comprehensive instructional program and differentiate instruction for all students.						
Performance Objectives	Maintain 100% graduation rate for all students and special population groups.						
Summative Evaluation	Graduation rate and AEIS data will be used as evidence.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Continue to seek identification of Migrant students as required by the state to meet the unique needs of migrant students.	Campus Liaisons Dir. of Curriculum	Local	June '10	Completed CEO's	Recruitment Log	June '10	Transition
Staff at each campus is trained in the Texas Behavior Support Instruction.	Principals	Local	June '10	Training Log	Decrease in DAEP & ISS Participation by Sp. Ed. Students	June '10	Professional Development
JISD will provide pregnancy related services.	HS Principal Learning Center Staff	Local	June '10	Class Documentation	Recruitment Log	June '10	Transition
Career and Technology, GT & Dyslexia Programs will assist students in developing the knowledge, skills & competencies necessary to be successful in the work force.	Principals Counselors	Local	June '10	Student Participation Log	Course, Program Enrollment	June '10	School Reform Strategies
Each campus will use instructional methods & strategies to address the needs of students for special programs such as suicide prevention, conflict resolution, violence prevention/intervention, bullying, dropout prevention or dyslexia.	Principals Counselors	Local	June '10	Documentation Of Strategies	Discipline Log Program Log	Feb. '10	School Reform Strategies

Highly Qualified

Goal 8	Highly Qualified Staff: All students are to be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals.						
Performance Objectives	100% of core area teachers will be highly qualified and 100% of new hires will be highly qualified prior to employment. 100% of instructional paraprofessionals will meet the highly qualified standards. NCLB indicator 3.1: The percentage of classes being taught by highly qualified teachers in the aggregate and in high poverty schools will be 100%. NCLB indicator 3.2: The percentage of teachers receiving high-quality professional development will be 100%. NCLB indicator 3.3: The percentage of instructional paraprofessionals (excluding those with sole duties as translators or parental involvement assistants) who are highly qualified will be 100%.						
Summative Evaluation	Personnel files, highly qualified worksheets, and principal attestations.						
Action Steps	Person(s) Responsible	Resources	Completion Date	Evidence of Implementation	Evidence of Impact	Benchmark Timelines	Title I Schoolwide Components
Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage.	Superintendent Principals	Local	Sept. '09	Web page Career Fair Participation	Records of Teachers and Paraprofessionals	March '10	Employee Recruitment
Establish effective teacher mentoring system in order to retain highly qualified staff.	Principals	Local	June '10	List of Teachers & Mentors	Effective Teaching	June '09	Assistance for Mastery
Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly qualified status.	Principals Central Office Staff	Local	Nov. '09	Teacher Records	HQ Report	Oct. '09	Highly Qualified
Assist teachers in maintaining or attaining certification through alternative programs, GT and ESL certification coursework, and TExES .	Superintendent Principals	Local	June '10	Registration Log	Certification	Jan. '10	Professional Development
Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified.	Principals Central Office Staff	Local	Nov. '09	Personnel Files	HQ Report	Nov. '09	Highly Qualified
TOP Training for NHQ Para's.	Principals	Local	Sept. '09	Training Log	Certification	Nov. 09	Highly Qualified